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PART IV

Acts of Gujarat Legislature and Ordinances promulgated and Regulations made by the Governor.

The following Act of the Gujarat Legislature, having been assented to by the President on the 1st January, 2021 is hereby published for general information.

K. M. LALA,
Secretary to the Government of Gujarat,
Legislative and Parliamentary Affairs Department.

GUJARAT ACT NO. 1 OF 2021.

(First published, after having received the assent of the President, in the "Gujarat Government Gazette", on the 12th January, 2021).

AN ACT

further to amend the Industrial Disputes Act, 1947 in its application to the State of Gujarat.

It is hereby enacted in the Seventy-first Year of the Republic of India as follows:-

1. (1) This Act may be called the Industrial Disputes (Gujarat Amendment) Act, 2020.

Short title and commencement.

(2) It shall be deemed to have come into force on the 3rd July, 2020.

**Amendment
of section
25K of XIV
of 1947.**

- 2.** In the Industrial Disputes Act, 1947, in its application to the State of Gujarat (hereinafter referred to as “the principal Act”), in section 25K,- **XIV of 1947.**

(i) in sub-section (1), for the words “one hundred”, the words “three hundred” shall be substituted;

(ii) after sub-section (1), the following sub-section shall be inserted, namely:-

“(1A) Without prejudice to the provisions of sub-section (1), the State Government may, if satisfied that the maintenance of industrial peace or prevention of victimization of workmen so requires, by notification in the *Official Gazette*, apply the provision of this Chapter to an industrial establishment (not being an establishment of a seasonal character or in which work is performed only intermittently) in which such number of workmen which may be less than three hundred but not less than one hundred, as may be specified in the notification, were employed on an average per working day for the preceding twelve months.”.

**Amendment
of section
25N of XIV
of 1947.**

- 3.** In the principal Act, in section 25N,-
- (i) in sub-section (1), in clause (a), the words “or the workman has been paid in lieu of such notice, wages for the period of the notice” shall be deleted;
- (ii) in sub-section (9), the words “and an amount equivalent to his last three months average pay” shall be added at the end.

**Amendment
of section
25-O of XIV
of 1947.**

- 4.** In the principal Act, in section 25-O, in sub-section (8), the words “and an amount equivalent to his last three months average pay” shall be added at the end.

**Repeal
and
saving.**

- 5.** (1) The Industrial Disputes (Gujarat Amendment) Ordinance, 2020 is hereby repealed.

**Guj. Ord.
5 of 2020.**

(2) Notwithstanding such repeal, anything done or any action taken under the principal Act as amended by the said Ordinance, shall be deemed to have been done or taken under the principal Act as amended by this Act.
